

Date CBSA became aware of misconduct / Date AFSC est mise au courant de l'inconduite	PSI reference # / No. de référence ENP	Date LRCD Advised of PSI / Date DRTR avisé de l'ENP	Region	Port of entry / Port d'entrée	Respondent employee(s) / Employé(s) intime(s)	Branch	Location	Type of Misconduct/ Type d'inconduite	Summary of allegations / Sommaire des allégations	Date investigation started / Date de début de l'enquête	Employee Status during investigation / Statut de l'employé pendant l'enquête	Final Report Date / Date du rapport final	Investigation Findings / Résultats de l'enquête	Quantum (Total Hours / Heures totales) (in hours or \$ for penalty),	Disciplinary Measure / Mesure disciplinaire	Date EE informed of discipline / Date employé(e) de la discipline (YYYY-MM-DD / AAAA-MM-JJ)	Date of misconduct (YYYY-MM-DD)	Previous disciplinary measure s (Yes/No)	Consultation with Corporate LR (Yes/No)	Corporate LR recommended disciplinary measure	Date of disciplinary measure (YYYY-MM-DD)	Comments
	PS 19-043		Greater Toronto Area Region / Région du Grand Toronto				OPERATIONS / OPÉRATIONS	POD - Passenger	xi) Negligence with the Appearance or in the Performance of Duties / xi) Négligence de l'apparence ou dans l'exercice des fonctions						b) Written reprimand / b) Réprimande écrite		2019-01-16				2019-03-26	On January 16, 2019, arrived at Toronto Pearson International Airport Terminal 1. The traveller was with two other companions on the same E311. They were processed in Primary and E311 card was properly coded. The party proceeded to the baggage hall. Upon handing in the E311, released the travellers without referral to secondary for examination.
	PS 19-044		Greater Toronto Area Region / Région du Grand Toronto				OPERATIONS / OPÉRATIONS	POD - Passenger	xi) Negligence with the Appearance or in the Performance of Duties / xi) Négligence de l'apparence ou dans l'exercice des fonctions						b) Written reprimand / b) Réprimande écrite		2019-01-14				2019-03-26	on January 14, 2019, arrived at Toronto Pearson International Airport Terminal 1. the travellers were processed in Primary E311 card was properly coded. The travellers proceeded to the baggage hall. Upon exit at secondary point the travellers were referred to secondary for examination. called up the travellers at approximately 1525hr and released the traveller at 1527hr without running indices checks or performing baggage examination . When asked to provide examination results for ICES, BSO responded that he had no notes or memory of this
	PS 18-370		Greater Toronto Area Region / Région du Grand Toronto				OPERATIONS / OPÉRATIONS	EIOD	ix) Misconduct in the Workplace with the Public and the People You Work With / ix) Inconduite sur les lieux du travail avec le public ou les gens au travail						b) Written reprimand / b) Réprimande écrite		2018-08-01				2019-03-27	It is alleged that both IEOs engaged in discreditable conduct while on duty on August 1, 2018. Details of the interactions are set out in the BSF773 and you will note from the accompanying documents that preliminary inquiries have already been made by representatives of management into this matter/these allegations.
	PS 18-250		Greater Toronto Area Region / Région du Grand Toronto				OPERATIONS / OPÉRATIONS	POD - Passenger	xi) Negligence with the Appearance or in the Performance of Duties / xi) Négligence de l'apparence ou dans l'exercice des fonctions					30 days	c) Suspension without pay / c) Suspension sans solde						2019-03-27	Allegations of misconduct divulged in report for PS 18-015.
	N/A		Greater Toronto Area Region / Région du Grand Toronto				OPERATIONS / OPÉRATIONS	COD	i) Misconduct Related to Attendance, Absenteeism or Leave / i) Inconduite ayant trait aux présences, à l'absentéisme ou aux congés					3 Day	c) Suspension without pay / c) Suspension sans solde		2019-04-13				2019-05-24	Rendering a 3 day suspension on the 24th of May.
	PS 19-027		Greater Toronto Area Region / Région du Grand Toronto				OPERATIONS / OPÉRATIONS	POD - Passenger	ix) Misconduct in the Workplace with the Public and the People You Work With / ix) Inconduite sur les lieux du travail avec le public ou les gens au travail						b) Written reprimand / b) Réprimande écrite		2019-01-28				2019-05-30	Air Canada representative states that every time they call the TACSU and get this particular officer, he always greets them with a condescending attitude and states he does not care why they are calling. In one particular instance they called for guidance and the BSO allegedly spoke to the AC agent as if he was a toddler and when they asked for his name or badge number, he refused 2019 JUN 05 - Misconduct founded - written reprimand delivered May 30
	PS 18-097						OPERATIONS / OPÉRATIONS	EIOD	ii) Misconduct related to confidentiality and disclosure of information / ii) Inconduite liée à la confidentialité ou la divulgation de renseignements						a) Oral reprimand / a) Réprimande Verbale		2018-02-09				2019-07-17	2019 JUL 03 – On July 2nd, confirmed that the oral discipline will be served as soon as possible. Estimated time – week of July 8th. 2019 JUL 17 - was issued an Oral Reprimand on July 17, 2019
	PS 19-049							EIOD	vi) Misconduct that bring the CBSA or Public Service of Canada into disrepute / vi) Inconduite pouvant nuire à la réputation de l'ASFC ou de la Fonction publique du Canada					15 Days	c) Suspension without pay / c) Suspension sans solde		2019-02-14				2019-08-07	2019 JUL 17 - LR will be confirming with SPSPD that the allegations were founded and the matter was CLOSED July 17, 2019. Dates of Suspension: August 7 to 27, 2019
	PS 19-119		Greater Toronto Area Region / Région du Grand Toronto				OPERATIONS / OPÉRATIONS	POD - Passenger	xi) Negligence with the Appearance or in the Performance of Duties / xi) Négligence de l'apparence ou dans l'exercice des fonctions					1 Day	c) Suspension without pay / c) Suspension sans solde		2019-03-27				2019-08-17	2019 AUG 19 - issued a 1 day suspension on August 17, 2019 2019 DEC 21 - The employee is to have returned 7.5 hours as per Allowing their Grievance at the first level.

			Greater Toronto Area Region / Région du Grand Toronto		OPERATIONS / OPÉRATIONS	POD - Passenger	ix) Misconduct in the Workplace with the Public and the People You Work With / ix) Inconduite sur les lieux du travail avec le public ou les gens au travail	ix. a) Inappropriate or disrespectful behaviour towards the public, colleagues or superiors / ix. a) Comportement inapproprié ou irrespectueux envers le public, les collègues ou un superviseur.							b) Written reprimand / b) Réprimande écrite		2019-05-27					2019-07-18	2019 JUL 18 - was issued a written reprimand on July 18, 2019
	PS 19-192		Greater Toronto Area Region / Région du Grand Toronto		OPERATIONS / OPÉRATIONS	POD - Passenger	ix) Misconduct in the Workplace with the Public and the People You Work With / ix) Inconduite sur les lieux du travail avec le public ou les gens au travail	ix. a) Inappropriate or disrespectful behaviour towards the public, colleagues or superiors / ix. a) Comportement inapproprié ou irrespectueux envers le public, les collègues ou un superviseur.							b) Written reprimand / b) Réprimande écrite		2019-06-14					2019-08-09	2019 AUG 09 - issued a written reprimand on August 9, 2019
	PS 18-408		Greater Toronto Area Region / Région du Grand Toronto		OPERATIONS / OPÉRATIONS	POD - Passenger	ix) Misconduct in the Workplace with the Public and the People You Work With / ix) Inconduite sur les lieux du travail avec le public ou les gens au travail	ix. a) Inappropriate or disrespectful behaviour towards the public, colleagues or superiors / ix. a) Comportement inapproprié ou irrespectueux envers le public, les collègues ou un superviseur.							b) Written reprimand / b) Réprimande écrite		2018-07-21					2019-08-18	2019 AUG 08—LRA reviewed discipline notice . Awaiting word as to when the notice was delivered to 2019 SEP 03 - was given her written reprimand on 18 August, 2019
	PS 19-191		Greater Toronto Area Region / Région du Grand Toronto		OPERATIONS / OPÉRATIONS	OPOD	ix) Misconduct in the Workplace with the Public and the People You Work With / ix) Inconduite sur les lieux du travail avec le public ou les gens au travail	ix. c) Use of abusive language or profanity / ix. c) Emploi de termes offensants ou blasphématoires.							a) Oral reprimand / a) Réprimande Verbale		2019-06-14					2019-09-11	2019 SEP 11 - Misconduct founded. Disposition sent to verbal reprimand, issued on Sept 11, 2019
			Greater Toronto Area Region / Région du Grand Toronto		OPERATIONS / OPÉRATIONS	TOD	ix) Misconduct in the Workplace with the Public and the People You Work With / ix) Inconduite sur les lieux du travail avec le public ou les gens au travail	ix. c) Use of abusive language or profanity / ix. c) Emploi de termes offensants ou blasphématoires.							b) Written reprimand / b) Réprimande écrite		2019-05-24					2019-09-10	2019 SEP 26 - incident occurred May 24, 2019 at – fact-finding occurred June 12, 2019 – management had to schedule disciplinary meeting multiple times, employee would not make herself available and was also one leave for a number of weeks – disciplinary meeting ultimately occurred September 10, 2019 – written reprimand for violation of section 11 "Contact with the people we work with" (acting aggressively and not in a respectful and professional manner toward colleagues).
	PS 19-251		Greater Toronto Area Region / Région du Grand Toronto		OPERATIONS / OPÉRATIONS	POD - Passenger	ix) Misconduct in the Workplace with the Public and the People You Work With / ix) Inconduite sur les lieux du travail avec le public ou les gens au travail	ix. a) Inappropriate or disrespectful behaviour towards the public, colleagues or superiors / ix. a) Comportement inapproprié ou irrespectueux envers le public, les collègues ou un superviseur.							a) Oral reprimand / a) Réprimande Verbale		2019-08-01					2019-10-01	2019 OCT 03 - On September 10th, POD Director confirmed concurrence with issuing an oral reprimand (misconduct was founded) RLR confirming with management that discipline has been rendered and file closed. 2019 OCT 04 - LRA TJ, informed this misconduct s FOUNDED - Closed Oct 1, 2019.
	PS 19-220		Greater Toronto Area Region / Région du Grand Toronto		OPERATIONS / OPÉRATIONS	OPOD	viii) Misconduct that Constitutes a Conflict of Interest / viii) Inconduite donnant lieu à un conflit d'intérêt	viii. c) Bypass CBSA procedures for personal gain or benefit of the employee's family, friend, colleagues or anyone else / viii. c) Contourner les procédures de l'ASFC pour un bénéfice personnel ou celui de la famille, d'amis, de collègues ou toute autre personne.					2 Days	c) Suspension without pay / c) Suspension sans solde		2019-07-10						2020-02-21	2020 FEB 21 - disciplinary meeting to take place on Fri, Feb21 at 14:30 (employee will receive a 2-day suspension)
	PS 19-282		Greater Toronto Area Region / Région du Grand Toronto		OPERATIONS / OPÉRATIONS	CPSD	i) Misconduct Related to Attendance, Absenteeism or Leave / i) Inconduite ayant trait aux présences, à l'absentéisme ou aux congés	i. d) Falsely registering attendance and time reporting documents, such as overtime and leave / i. d) Fausse inscription de la présence au travail, des heures d'arrivée et de départ, y compris d'heures supplémentaires et de congés.							b) Written reprimand / b) Réprimande écrite		2019-04-23					2020-03-05	2020 MAR 05 - Employee issued a Written Reprimand on todays date March 5, 2020
	PS 19-374		Greater Toronto Area Region / Région du Grand Toronto		OPERATIONS / OPÉRATIONS	CPSD	ix) Misconduct in the Workplace with the Public and the People You Work With / ix) Inconduite sur les lieux du travail avec le public ou les gens au travail	ix. f) Other - Please use comments field / ix. f) Autre - commentez s.v.p.							b) Written reprimand / b) Réprimande écrite		2019-10-08					2020-03-11	2020 MAR 17 - Employee issued written reprimand on March 11, 2020
	PS 19-357		Greater Toronto Area Region / Région du Grand Toronto		OPERATIONS / OPÉRATIONS	POD - Passenger	ix) Misconduct in the Workplace with the Public and the People You Work With / ix) Inconduite sur les lieux du travail avec le public ou les gens au travail	ix. a) Inappropriate or disrespectful behaviour towards the public, colleagues or superiors / ix. a) Comportement inapproprié ou irrespectueux envers le public, les collègues ou un superviseur.					1 Day	c) Suspension without pay / c) Suspension sans solde		2019-09-24					2020-06-14	2020 JUN 15 - Employee sentenced to one day suspension to take place on June 14, 2020.	
			Greater Toronto Area Region / Région du Grand Toronto		OPERATIONS / OPÉRATIONS	COD	xii) Off-duty Misconduct / xii) Inconduite hors du travail	xii. d) Other - Please use comments field / xii. d) Autre - commentez s.v.p.							a) Oral reprimand / a) Réprimande Verbale		2020-03-22					2020-07-03	2020 JUL 03 - Employee issued oral reprimand for inappropriate behaviour.

	PS 19-133		Greater Toronto Area Region / Région du Grand Toronto		OPERATIONS / OPÉRATIONS	POD - Passenger	iii) Misconduct Related to the Care and Use of Controlled Assets, Government Property and Valuables / iii) Inconduite liée aux soins et utilisation de biens et d'articles de valeur du gouvernement.	iii. a) Improper use of CBSA facilities/equipment / iii. a) Mauvais usage d'installations ou de matériel de l'ASFC.					3 Days	c) Suspension without pay / c) Suspension sans solde		2019-04-21					2020-07-23, 2020-08-03	2020 AUG 12 - Suspension was served on July 23, 24 and 25, 2020.	
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			Greater Toronto Area Region / Région du Grand Toronto		OPERATIONS / OPÉRATIONS	POD - Passenger	xi) Negligence with the Appearance or in the Performance of Duties / xi) Négligence de l'apparence ou dans l'exercice des fonctions	xi. b) Negligent in performance of duties / xi. b) Négligence dans l'exercice de ses fonctions					1 Day	c) Suspension without pay / c) Suspension sans solde		2019-12-30		No				2020-08-26	2020-10-05 - two travellers were taken for providing invalid travel dicuments, they were permitted to use the washroom. The male was able to escape from the care and control of CBSA officials. Employee took full reponsibility for their actions.
			Greater Toronto Area Region / Région du Grand Toronto		OPERATIONS / OPÉRATIONS	POD - Passenger	xi) Negligence with the Appearance or in the Performance of Duties / xi) Négligence de l'apparence ou dans l'exercice des fonctions	xi. b) Negligent in performance of duties / xi. b) Négligence dans l'exercice de ses fonctions					1 Day	c) Suspension without pay / c) Suspension sans solde		2019-12-30		No				2020-09-01	2020-10-05 - two travellers were taken for providing invalid travel dicuments, they were permitted to use the washroom. The male was able to escape from the care and control of CBSA officials. Employee took full reponsibility for their actions.
			Greater Toronto Area Region / Région du Grand Toronto		OPERATIONS / OPÉRATIONS	POD - Passenger	xii) Off-duty Misconduct / xii) Inconduite hors du travail	xii. a) Off-duty conduct that harms the Agency's reputation / xii. a) Inconduite hors du travail qui nuit à la réputation de l'Agence.					5 Day	c) Suspension without pay / c) Suspension sans solde		2019-10-28		No				2020-09-21	2020-10-05 - complaint was forwarded that made racist comments on social media video, in addition to saying racist comments to the same co-worker earlier in February 2019
			Greater Toronto Area Region / Région du Grand Toronto		OPERATIONS / OPÉRATIONS	EIOD	iv) Misuse of Electronic Network / iv) Utilisation inappropriée des réseaux électroniques	ii. c) Unauthorized access to client or other sensitive/confidential information / ii. c) Accès non autorisé aux renseignements sur des clients ou à des renseignements de nature délicate ou confidentielle.					5 Day	c) Suspension without pay / c) Suspension sans solde		2019-01-14		No				2020-10-09	2020-10-13 - officer accessed ICES to look for information based on personal request from a colleague police officer, failing to report to management. Suspension date starts October 13th til the 19th 2020.
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			Greater Toronto Area Region / Région du Grand Toronto		OPERATIONS / OPÉRATIONS	POD - Passenger	vi) Misconduct that bring the CBSA or Public Service of Canada into disrepute / vi) Inconduite pouvant nuire à la réputation de l'ASFC ou de la Fonction publique du Canada	xii. d) Other - Please use comments field / xii. d) Autre - commentez s.v.p.						b) Written reprimand / b) Réprimande écrite		2019-Mar-18	No				2021-Mar-31	Engaged in an online social media forum specific to the unauthorized procurement and distribution of CBSA Cahllenge coins which displayed a negative depictions of the CBSA and the Prime Minister of Canada.
			Greater Toronto Area Region / Région du Grand Toronto		OPERATIONS / OPÉRATIONS	POD - Passenger	vi) Misconduct that bring the CBSA or Public Service of Canada into disrepute / vi) Inconduite pouvant nuire à la réputation de l'ASFC ou de la Fonction publique du Canada	xii. d) Other - Please use comments field / xii. d) Autre - commentez s.v.p.						b) Written reprimand / b) Réprimande écrite		2019-Mar-18	No				2021-Mar-31	Engaged in an online social media forum specific to the unauthorized procurement and distribution of CBSA Challenge coins which displayed a negative depictions of the CBSA and the Prime Minister of Canada.
			Greater Toronto Area Region / Région du Grand Toronto		OPERATIONS / OPÉRATIONS	POD - Passenger	vi) Misconduct that bring the CBSA or Public Service of Canada into disrepute / vi) Inconduite pouvant nuire à la réputation de l'ASFC ou de la Fonction publique du Canada	ii. e) Unauthorized disclosure of sensitive/confidential information / ii. e) Divulguation non autorisée de renseignements de nature délicate ou confidentielle					5 Days	c) Suspension without pay / c) Suspension sans solde		2020-Jul-03	No				2021-Apr-09	Employee was tasked by manager to locate an Immigration file that was located in the office of Supt. contacted the Supt to locate the file. However the employe was not able to locate the file and reported taking a photo by their personal mobile device of all the files on the desk, including photos of the inside jacket which contained clients Protected B information. then texted the photos to the Supt personal phone. Later the same day, employee alleged that by mistake one of the confidential pictures to instagram account.
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			Greater Toronto Area Region / Région du Grand Toronto		OPERATIONS / OPÉRATIONS	OPOD	i) Misconduct Related to Attendance, Absenteeism or Leave / i) Inconduite ayant trait aux présences, à l'absentéisme ou aux congés	i. e) Other - Please use comments field / i. e) Autre - commentez s.v.p.						b) Written reprimand / b) Réprimande écrite		2020-Dec-26	yes				2021-May-01	Employee came to work location outside his scheduled hours on December 26th at 1:00 am to locate his lost credit card. The employee did not as for an authorization to go to the workplace outside his working schedule.
			Greater Toronto Area Region / Région du Grand Toronto		OPERATIONS / OPÉRATIONS	COD	ix) Misconduct in the Workplace with the Public and the People You Work With / ix) Inconduite sur les lieux du travail avec le public ou les gens au travail	ix. f) Other - Please use comments field / ix. f) Autre - commentez s.v.p.						b) Written reprimand / b) Réprimande écrite		2021-03-21	No				2021-05-05	BSO violated the standards and conditions outlined in the Detector Dog Training Program by participating in a gathering in room 147 of the campus residence. During this gathering, BSO possessed and consumed alcohol within the residence.

			Greater Toronto Area Region / Région du Grand Toronto		OPERATIONS / OPÉRATIONS	COD	ix) Misconduct in the Workplace with the Public and the People You Work With / ix) Inconduite sur les lieux du travail avec le public ou les gens au travail	ix. f) Other - Please use comments field / ix. f) Autre - commentez s.v.p.							b) Written reprimand / b) Réprimande écrite		2021-03-21	No				2021-05-05	BSO violated the standards and conditions outlined in the Detector Dog Training Program by participating in a gathering in room 147 of the campus residence. During this gathering, BSO possessed and consumed alcohol within the residence.
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Date CBSA Became aware of misconduct / Date AFSC est Mise au courant de l'inconduite	PSI reference # / No. de référence ENP	Date LRCD Advised of PSI / Date DRTR avise de l'ENP	Region / Region	Port of entry / Port d'entrée	Respondent employee (s) / Employe(s) intime(s)	Branch	Location	Type of Misconduct / Type d'inconduite	Summary of allegations / Sommaire des allegations	Date of misconduct (YYYY-MM-DD)	Date PSI Investigation Started/ date de debut de l'enquete (YYYY-MM-DD)	PERSEC review findings / Resultats du SOIDG	Employee Status during investigation / Statut de l'employe pendant l'enquete	Final report Date / Date du rapport final (YYYY-MM-DD / AAAA-MM-JJ)	Investigation findings / Resultats de l'enquete	Previous disciplinary measures (Yes/No)	Consultation with Corporate LR (Yes/No)	Corporate LR recommended disciplinary measure
			Greater Toronto Area Region / Région du Grand Toronto			OPERATIONS / OPÉRATIONS	OPOD	xii) Off-duty Misconduct / xii) Inconduite hors du travail	xii. c) Criminal charges incompatible with the functions of the employee / xii. c) Infraction criminelle incompatible avec les fonctions de l'employé(e).	2018-11-01						No	Yes / Oui	
			Greater Toronto Area Region / Région du Grand Toronto			OPERATIONS / OPÉRATIONS	OPOD	ii) Misconduct related to confidentiality and disclosure of information / ii) Inconduite liée à la confidentialité ou la divulgaration de renseignements	ii. b) Forgery, falsification or suppression of CBSA documents / ii. b) Destruction, modification ou falsification de documents de l'ASFC.	2019-04-14						No	Yes / Oui	
			Greater Toronto Area Region / Région du Grand Toronto			OPERATIONS / OPÉRATIONS	OPOD	x) Harassment and Discrimination in the Workplace / x) Harcèlement et discrimination sur le lieu de travail	x. c) Other - Please use comments field / x. c) Autre - commentez s.v.p.	2018-07-23						Yes	Yes / Oui	
			Greater Toronto Area Region / Région du Grand Toronto			OPERATIONS / OPÉRATIONS	POD - Passenger	ix) Misconduct in the Workplace with the Public and the People You Work With / ix) Inconduite sur les lieux du travail avec le public ou les gens au travail	ix. a) Inappropriate or disrespectful behaviour towards the public, colleagues or superiors / ix. a) Comportement inapproprié ou irrespectueux envers le public, les collègues ou un superviseur.	2019-08-20						No		
			Greater Toronto Area Region / Région du Grand Toronto			OPERATIONS / OPÉRATIONS	POD - Passenger	ix) Misconduct in the Workplace with the Public and the People You Work With / ix) Inconduite sur les lieux du travail avec le public ou les gens au travail	ix. a) Inappropriate or disrespectful behaviour towards the public, colleagues or superiors / ix. a) Comportement inapproprié ou irrespectueux envers le public, les collègues ou un superviseur.	2019-09-23						No		
			Greater Toronto Area Region / Région du Grand Toronto			OPERATIONS / OPÉRATIONS	OPOD	xii) Off-duty Misconduct / xii) Inconduite hors du travail	xii. a) Off-duty conduct that harms the Agency's reputation / xii. a) Inconduite hors du travail qui nuit à la réputation de l'Agence.	2020-08-27						No		

Disciplinary measure / Mesure disciplinaire	Quantum, if applicable (Total hours / Heurs total)	Date EE informed / Date Employés de la discipline (YYYY-MM-DD/AAAA-MM-JJ)	Date of disciplinary measure (YYYY-MM-DD)	Comments
g) Termination / g) Licenciement			2019-04-17	Failed to report being arrested and charged with a criminal offence to CBSA management.
g) Termination / g) Licenciement			2019-04-25	2019 APR 14 - SBSO knowingly, completed and submitted a falsified CBSA Student Employment Program Student Academic Form (SAF).
g) Termination / g) Licenciement			2019-06-19	2019 JUN 19 - Termination decision rendered and conveyed to the employee today (June 19, 2019)
g) Termination / g) Licenciement			2020-01-15	2020 JAN 23 - on January 15, 2020 and presented him with the letter and terminated his employment.
g) Termination / g) Licenciement			2020-02-08	2020 JAN 29 - LRA RS, met with Supt yesterday and recommendation is to terminate – Director concurs with termination recommendation. I have reached out to Supt – likely Feb 8th – waiting on confirmation 2020 FEB 08 - SBSO terminated Feb 08, 2020
g) Termination / g) Licenciement			2020-09-03	2020 AUG 27- SBSO was arrested in his uniform, resulting from an incident at a local walmart store. After he got charged and released he failed to report immediately to his manager. Aug 31st he was afforded the opportunity to provide a written report. September 3rd 2020 after management meeting with a decision was made for termination effective Sep 04 2020.

Dates CBSA became aware of misconduct	PSI reference #	Date LRCD advised of PSI	Region	Port of entry	Employee name	Branch	Location	Type of Misconduct	Summary of allegations	Date of misconduct (YYYY-MM-DD)	Date Investigation started (YYYY-MM-DD)	Employee status during investigation	Previous disciplinary measures (Yes/No)	Final report date (YYYY-MM-DD)	Investigation Findings	Consultation with Corporate LR (Yes/No)	Corporate LR recommended disciplinary measure	Disciplinary measure	Date EE informed of discipline (YYYY-MM-DD)	Quantum (Total hours),	Date of disciplinary measure (YYYY-MM-DD)	Comments
			Greater Toronto Area Region / Région du Grand Toronto			OPERATIONS / OPÉRATIONS	POD - Passenger	ix) Misconduct in the Workplace with the Public and the People You Work With / ix) Inconduite sur les lieux du travail avec le public ou les gens au travail	ix. a) Inappropriate or disrespectful behaviour towards the public, colleagues or superiors / ix. a) Comportement inapproprié ou irrespectueux envers le public, les collègues ou un superviseur.	2018-05-25								Counselling				2019 FEB 27 - File is deemed as misconduct founded but no discipline rendered. ICMS for all parties involved. As such, counselling has been agreed upon by management and supported by the union.
			Greater Toronto Area Region / Région du Grand Toronto			OPERATIONS / OPÉRATIONS	EIOD	ix) Misconduct in the Workplace with the Public and the People You Work With / ix) Inconduite sur les lieux du travail avec le public ou les gens au travail	ix. a) Inappropriate or disrespectful behaviour towards the public, colleagues or superiors / ix. a) Comportement inapproprié ou irrespectueux envers le public, les collègues ou un superviseur.	2018-12-10			No/Non					Counselling			2019-03-06	2019 MAR 08 - Reestablishment letter of expectations sent to ee. File is deemed as misconduct founded but no discipline rendered. Quantum imposed is counselling.
			Greater Toronto Area Region / Région du Grand Toronto			OPERATIONS / OPÉRATIONS	COD	v) Misconduct Related to Financial Matters / v) Inconduite liée aux questions financières	v. d) Inappropriate use of funds or fraud / v. d) Appropriation de fonds et fraude.	2017-07-28			No/Non					Counselling				2019 MAR 11 – mgmt. asked additional questions. Employee responded. Allegations are deemed founded however no disciplinary action to be taken. Employee will be counselled and scheduled for mandatory training. LR to notify SPSPD of disposition. File considered closed.
			Greater Toronto Area Region / Région du Grand Toronto			OPERATIONS / OPÉRATIONS	COD	xi) Negligence with the Appearance or in the Performance of Duties / xi) Négligence de l'apparence ou dans l'exercice des fonctions	xi. b) Negligent in performance of duties / xi. b) Négligence dans l'exercice de ses fonctions	2019-02-11			No/Non					Counselling				2019 MAR 09 – fact finding conducted. Allegations unfounded. No disciplinary action to be taken. Employee will be counselled and provided training. LR to advise SPSPD file closed 2019 MAR 12 - allegations of misconduct were unfounded and therefore we consider that matter closed in the region
			Greater Toronto Area Region / Région du Grand Toronto			OPERATIONS / OPÉRATIONS	POD - Passenger	xi) Negligence with the Appearance or in the Performance of Duties / xi) Négligence de l'apparence ou dans l'exercice des fonctions	xi. b) Negligent in performance of duties / xi. b) Négligence dans l'exercice de ses fonctions	2019-02-03								Counselling			2019-03-13	2019 MAR 07 - Fact finding completed on February 21, 2019 2019 MAR 12 - Regional Recommendation on Quantum completed. Recommendation for counselling. 2019 MAR 28- Counselling delivered on March 13, 2019.

			Greater Toronto Area Region / Région du Grand Toronto	
			Greater Toronto Area Region / Région du Grand Toronto	
			Greater Toronto Area Region / Région du Grand Toronto	
			Greater Toronto Area Region / Région du Grand Toronto	

OPERATIONS / OPÉRATIONS	EIOD	ix) Misconduct in the Workplace with the Public and the People You Work With / ix) Inconduite sur les lieux du travail avec le public ou les gens au travail	ix. a) Inappropriate or disrespectful behaviour towards the public, colleagues or superiors / ix. a) Comportement inapproprié ou irrespectueux envers le public, les collègues ou un superviseur.	2018-08-01								Counselling			2019-03-28	It is alleged that both IEOs engaged in discreditable conduct while on duty on August 1, 2018. Details of the interactions are set out in the BSF773 and you will note from the accompanying documents that preliminary inquiries have already been made by representatives of management into this matter/these allegations.
OPERATIONS / OPÉRATIONS	POD - Passenger	ix) Misconduct in the Workplace with the Public and the People You Work With / ix) Inconduite sur les lieux du travail avec le public ou les gens au travail	ix. a) Inappropriate or disrespectful behaviour towards the public, colleagues or superiors / ix. a) Comportement inapproprié ou irrespectueux envers le public, les collègues ou un superviseur.	2019-03-20								Counselling			2019-05-03	2019 MAY 1 - Mgmt. determining quantum of discipline, if any. 2019 MAY 16 - Reestablishment of standards, date delivered TBD 2019 MAY 17 - Reestablishment of standards, date delivered May 3, 2019
OPERATIONS / OPÉRATIONS	POD - Passenger	xi) Negligence with the Appearance or in the Performance of Duties / xi) Négligence de l'apparence ou dans l'exercice des fonctions	xi. b) Negligent in performance of duties / xi. b) Négligence dans l'exercice de ses fonctions	2019-04-14								Counselling			2019-06-05	The traveller was proceeded through the ABC kiosk, coded properly as a lookout, proceeded to Triage Officer where a call to secondary exit point was made and received. The traveller had no luggage and arrived at secondary exit point 2 minuets later, who was working at secondary point collected the traveller's E311 and released the passenger without secondary referral. 2019 JUN 05 - FF held May 28. Founded - oral counselling delivered June 5. Closed
OPERATIONS / OPÉRATIONS	EIOD	iv) Misuse of Electronic Network / iv) Utilisation inappropriée des réseaux électroniques	iv. a) Unacceptable activities related to the access and/or use of CBSA computer system / iv. a) Activités inacceptables liées à l'accès ou à l'usage de systèmes informatiques de l'ASFC.	2019-04-12								Counselling			2019-06-14	The allegations concern the provision of NCMS screenshots to - a former employee of the CBSA - in an effort to assist with the reconciliation of her leave and attendance records from her time with the CBSA. 2019 JUN 17 - This matter is now considered closed. The allegations with regard to were founded.

			Greater Toronto Area Region / Région du Grand Toronto		OPERATIONS / OPÉRATIONS	POD - Passenger	xi) Negligence with the Appearance or in the Performance of Duties / xi) Négligence de l'apparence ou dans l'exercice des fonctions	xi. b) Negligent in performance of duties / xi. b) Négligence dans l'exercice de ses fonctions	2019-04-29								Counselling			2019-07-11	2019 JUL 18 - Founded on Counselling only—July 11. File now closed.
			Greater Toronto Area Region / Région du Grand Toronto		OPERATIONS / OPÉRATIONS	POD - Passenger	xi) Negligence with the Appearance or in the Performance of Duties / xi) Négligence de l'apparence ou dans l'exercice des fonctions	xi. b) Negligent in performance of duties / xi. b) Négligence dans l'exercice de ses fonctions	2019-04-29								Counselling			2019-07-04	2019 JUL 03 - founded. Counselling only.
			Greater Toronto Area Region / Région du Grand Toronto		OPERATIONS / OPÉRATIONS	COD	ix) Misconduct in the Workplace with the Public and the People You Work With / ix) Inconduite sur les lieux du travail avec le public ou les gens au travail	ix. a) Inappropriate or disrespectful behaviour towards the public, colleagues or superiors / ix. a) Comportement inapproprié ou irrespectueux envers le public, les collègues ou un superviseur.	2019-04-15								Counselling			2019-07-05	Alleging abuse of authority and actions contrary to CBSA Mandate-Policy-Regs. A complaint was received by a stakeholder regarding BSO conduct during an exam 2019 JUL 24 - Employee counselled July 5, 2019. Closed.
			Greater Toronto Area Region / Région du Grand Toronto		OPERATIONS / OPÉRATIONS	POD - Passenger	ix) Misconduct in the Workplace with the Public and the People You Work With / ix) Inconduite sur les lieux du travail avec le public ou les gens au travail	ix. a) Inappropriate or disrespectful behaviour towards the public, colleagues or superiors / ix. a) Comportement inapproprié ou irrespectueux envers le public, les collègues ou un superviseur.	2019-05-12								Counselling			2019-07-24	A Superintendent will speak with as sort of a soft counselling to be vigilant of remaining totally professional with the public at all times. 2019 JUL 31 - A/District Director concurs with closing the file.
			Greater Toronto Area Region / Région du Grand Toronto		OPERATIONS / OPÉRATIONS	EIOD	xii) Off-duty Misconduct / xii) Inconduite hors du travail	xii. a) Off-duty conduct that harms the Agency's reputation / xii. a) Inconduite hors du travail qui nuit à la réputation de l'Agence.	2018-10-28								Counselling			2019-08-06	2019 AUG 15 - Please note that the allegations were founded but disciplinary action was not rendered A counselling was given to re-establish expected standards of behaviour.
			Greater Toronto Area Region / Région du Grand Toronto		OPERATIONS / OPÉRATIONS	POD - Passenger	xi) Negligence with the Appearance or in the Performance of Duties / xi) Négligence de l'apparence ou dans l'exercice des fonctions	xi. b) Negligent in performance of duties / xi. b) Négligence dans l'exercice de ses fonctions	2019-01-26								Counselling			2019-08-21	2019 AUG 22 - Founded ...Aug 21.....re-establishment of standards.... and only
			Greater Toronto Area Region / Région du Grand Toronto		OPERATIONS / OPÉRATIONS	POD - Passenger	xi) Negligence with the Appearance or in the Performance of Duties / xi) Négligence de l'apparence ou dans l'exercice des fonctions	xi. b) Negligent in performance of duties / xi. b) Négligence dans l'exercice de ses fonctions	2019-01-26								Counselling			2019-08-21	2019 AUG 22 - Founded ...Aug 21.....re-establishment of standards.... and only
			Greater Toronto Area Region / Région du Grand Toronto		OPERATIONS / OPÉRATIONS	EIOD	ix) Misconduct in the Workplace with the Public and the People You Work With / ix) Inconduite sur les lieux du travail avec le public ou les gens au travail	ix. a) Inappropriate or disrespectful behaviour towards the public, colleagues or superiors / ix. a) Comportement inapproprié ou irrespectueux envers le public, les collègues ou un superviseur.									Counselling			2019-08-22	2019 AUG 28 – On August 21, 2019, management met with to deliver a counselling. On August 22, 2019, management met with to deliver counselling.
			Greater Toronto Area Region / Région du Grand Toronto		OPERATIONS / OPÉRATIONS	EIOD	ix) Misconduct in the Workplace with the Public and the People You Work With / ix) Inconduite sur les lieux du travail avec le public ou les gens au travail	ix. a) Inappropriate or disrespectful behaviour towards the public, colleagues or superiors / ix. a) Comportement inapproprié ou irrespectueux envers le public, les collègues ou un superviseur.									Counselling			2019-08-21	2019 AUG 28 – On August 21, 2019, management met with to deliver a counselling. On August 22, 2019, management met with to deliver counselling.

			Greater Toronto Area Region / Région du Grand Toronto		OPERATIONS / OPÉRATIONS	POD - Passenge r	ix) Misconduct in the Workplace with the Public and the People You Work With / ix) Inconduite sur les lieux du travail avec le public ou les gens au travail	ix. a) Inappropriate or disrespectful behaviour towards the public, colleagues or superiors / ix. a) Comportement inapproprié ou irrespectueux envers le public, les collègues ou un superviseur.	2019-07-03									Counselling			2019-07-07	2019 SEP 27 - Closed July 7-Founded
			Greater Toronto Area Region / Région du Grand Toronto		OPERATIONS / OPÉRATIONS	EIOD	ii) Misconduct related to confidentiality and disclosure of information / ii) Inconduite liée à la confidentialité ou la divulgation de renseignements	ii. f) Other - Please use comments field / ii. f) Autre - commentez s.v.p.	2019-02-25									Counselling			2019-10-15	2019 OCT 15 - IEO returned to the workplace today. He waived the 48 hours notice to find a union representative. I delivered the reestablishment this morning and followed up with the email below. This file will now be closed.
			Greater Toronto Area Region / Région du Grand Toronto		OPERATIONS / OPÉRATIONS	POD - Passenge r	xi) Negligence with the Appearance or in the Performance of Duties / xi) Négligence de l'apparence ou dans l'exercice des fonctions	xi. b) Negligent in performance of duties / xi. b) Négligence dans l'exercice de ses fonctions	2019-04-25									Counselling			2019-10-15	2019 OCT 03 - Misconduct founded and management to deliver counselling to BSO. RLR to confirm that counselling completed and file closed. 2019 OCT 16 - The misconduct was FOUNDED-closed Oct 15, 2019. EE given Oral counselling
			Greater Toronto Area Region / Région du Grand Toronto		OPERATIONS / OPÉRATIONS	POD - Passenge r	ix) Misconduct in the Workplace with the Public and the People You Work With / ix) Inconduite sur les lieux du travail avec le public ou les gens au travail	ix. a) Inappropriate or disrespectful behaviour towards the public, colleagues or superiors / ix. a) Comportement inapproprié ou irrespectueux envers le public, les collègues ou un superviseur.	2019-08-16									Counselling			2019-11-07	2019 NOV 07 - FOUNDED. Re-establishment of Standards given November 5, 2019...CLOSED.
			Greater Toronto Area Region / Région du Grand Toronto		OPERATIONS / OPÉRATIONS	COD	ix) Misconduct in the Workplace with the Public and the People You Work With / ix) Inconduite sur les lieux du travail avec le public ou les gens au travail	ix. a) Inappropriate or disrespectful behaviour towards the public, colleagues or superiors / ix. a) Comportement inapproprié ou irrespectueux envers le public, les collègues ou un superviseur.	2019-08-27									Counselling			2020-01-07	2020 JAN 13 - The region has considered this matter closed effective January 7, 2020. ee received a counselling.
			Greater Toronto Area Region / Région du Grand Toronto		OPERATIONS / OPÉRATIONS	POD - Passenge r	xi) Negligence with the Appearance or in the Performance of Duties / xi) Négligence de l'apparence ou dans l'exercice des fonctions	xi. b) Negligent in performance of duties / xi. b) Négligence dans l'exercice de ses fonctions	2019-06-11									Counselling			2020-02-04	2020 FEB 04 - An email to re-establish clear standards of expectations was sent to the employee today. FILE CLOSED.
			Greater Toronto Area Region / Région du Grand Toronto		OPERATIONS / OPÉRATIONS	COD	ix) Misconduct in the Workplace with the Public and the People You Work With / ix) Inconduite sur les lieux du travail avec le public ou les gens au travail	ix. a) Inappropriate or disrespectful behaviour towards the public, colleagues or superiors / ix. a) Comportement inapproprié ou irrespectueux envers le public, les collègues ou un superviseur.	2019-11-04									Counselling			2020-02-14	2020 FEB 14 - employee was counselled and SPSA notified. The GTAR now considers this matter closed effective February 14, 2020
			Greater Toronto Area Region / Région du Grand Toronto		OPERATIONS / OPÉRATIONS	EIOD	vi) Misconduct Related to Health and Safety / vi) Inconduite liée à la santé et la sécurité	vi. a) Any offence that endangers life and property / vi. a) Toute infraction pouvant causer des pertes de vie ou endommager des biens	2019-08-16									Counselling			2020-03-09	2020 MAR 18 – Closed. Employee counselled week of March 9th.
			Greater Toronto Area Region / Région du Grand Toronto		OPERATIONS / OPÉRATIONS	OPOD	ix) Misconduct in the Workplace with the Public and the People You Work With / ix) Inconduite sur les lieux du travail avec le public ou les gens au travail	ix. a) Inappropriate or disrespectful behaviour towards the public, colleagues or superiors / ix. a) Comportement inapproprié ou irrespectueux envers le public, les collègues ou un superviseur.	2019-12-24									Counselling			2019-12-24	2020 MAY 05 - Confirmed file was closed in April. Employee was verbally counselled shortly after the issue was brought to management's attention on 2019 DEC 24.

Employee name	Division	Date of Hire (initial date of hire if more than 1 term)	Reason for Termination (Disciplinary or Non-Disciplinary)	Date of Termination	Details
	OPOD	2018-05-22	Disciplinary	2019-04-17	Failed to report being arrested and charged with a criminal offence to CBSA management.
	OPOD	2018-05-14	Disciplinary	2019-04-25	2019 APR 14 - SBSO knowingly, completed and submitted a falsified CBSA Student Employment Program Student Academic Form (SAF).
	POD	2019-06-12	Disciplinary	2019-07-19	Breach of Values and Ethics Code for the Public Sector as well as CBSO Code of Conduct; specifically, possession of cannabis products in the workplace and engaging and encouraging a colleague to be complicit in their misconduct.
	POD	2019-05-16	Disciplinary	2020-01-15	Allegation of misconduct concerning Student Border Services Officer The concerns are primarily with SBSO interactions with the traveller and the traveller's daughter. Described in the BSF773 as " yelled at a traveller in PIL for not having completed E311 properly."

POD	2017-06-01	Disciplinary	2020-02-08	<p>Allegations of misconduct concerning a student Border Services Officer [SBSO] with our Passenger Operations District. Multiple complaints have been filed by Border Services Officers regarding SBSO</p> <p>for making false accusations, alleging that other officers are teasing, bullying and ridiculing him for "having a bad smell." The events were investigated and unfounded. SBSO has caused altercations with other officers and one superintendent without being provoked. He has made racist comment directed at another BSO, calling</p>
OPOD	2020-06-01	Disciplinary	2020-08-27	<p>On Thursday, August 27, 2020, while off duty and in uniform at a local Walmart store, SBSO was charged by Peel Regional Police with Weapons Dangerous - section 88 (1) of the criminal code of Canada.</p> <p>The SBSO submitted a personal report. A Letter of Undertaking was also received</p>